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**EQUAL OPPORTUNITIES MONITORING FORM**

Pain Concern is an equal opportunities charity.  Our Equal Opportunities Policy states we will not unlawfully discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

We would be grateful if you could complete this form so that we can measure the impact of this policy, and continue to develop relevant HR policies.

The information on this page is confidential and will be used for statistical monitoring purposes only and will not be available for persons short-listing or interviewing.

1. **Gender:**  Please Underline or circle which of the following best describes your gender?

Male / Female/ Prefer not to say/ Prefer to self-describe

*Option to self-describe:*

1. **Sexual Orientation**: Which of the following best describes your sexual orientation? *Please Underline or circle*

Bi / Gay or Lesbian / Heterosexual /Straight / Prefer not to say /Prefer to self-describe

*Option to self-describe:*

1. **Gender Identity:**Do you identify as trans? *Please Underline or circle*

Yes / No / Prefer not to say / Prefer your own term

*Option to self-describe:*

1. **Disability:**Do you consider yourself to be disable? *Please Underline or circle*

Under the Disability Discrimination Act, a disability is defined as ‘a physical or mental impairment that has a substantial and long-term adverse impact on the ability to carry out normal day-to-day activities’

Yes / No / Prefer not to say

1. **Ethnicity:**What is your ethnic group?

|  |  |
| --- | --- |
| Arab |  |
| Asian or Asian British: Indian |  |
| Asian or Asian British: Pakistani |  |
| Asian or Asian British: Bangladeshi |  |
| Asian or Asian British: Chinese |  |
| Asian or Asian British: Other |  |
| Black or Black British: African |  |
| Black or Black British: Caribbean |  |
| Black or Black British: Other |  |
| Mixed: White and Black Caribbean |  |
| Mixed: White and Black African |  |
| Mixed: White and Asian |  |
| Mixed: White and Asian |  |
| White: British |  |
| White: Irish |  |
| White: Other |  |
| If any other ethnic group or you prefer your own definition please specify: |  |
| Prefer not to say |  |

1. **Religion and belief: What is your religion?**

|  |  |
| --- | --- |
| Buddhist |  |
| Christian |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Non-religious |  |
| Sikh |  |
| Other |  |
| Prefer not say |  |
| Prefer to self -describe |  |

1. **Age**

|  |  |
| --- | --- |
| 16-24 |  |
| 25-34 |  |
| 35-44 |  |
| 45-54 |  |
| 55-64 |  |
| 65+ |  |
| Prefer not to say |  |